ALBANY — CSEA officials are scheduled to meet this week with State Labor Commissioner Lillian Roberts to obtain Department of Labor projections on a new wave of layoffs in the Department resulting from federal budget cuts.

Only four months ago, the Department announced the layoff of 650 workers as a result of President Ronald Reagan’s wholesale slashing of federal support to labor programs, such as the Comprehensive Employment and Training Act (CETA) program. That cut alone cost New York’s state and local governments more than 23,000 jobs.

“Last September more than 140 CSEA Labor Department members were targeted for layoff as a result of Reaganomics,” commented CSEA President William L. McGowan, “but that was only the beginning. Now we are informed that another wave of layoffs in that Department is in the works and a top level meeting has been set up to find out just what is being considered.”

Brian Ruff, representing CSEA’s DOL membership on the union’s Board of Directors, was scheduled to meet with Commissioner Roberts on January 5. Other CSEA participants were expected to include: Shirley Brown, president of CSEA Albany Labor Department Local; Bruce Wyngaard, Assistant Director of the union’s Research Department and Research Associate Don Kelly.

“We have gone through this layoff sequence before,” Wyngaard explained, “and found the most critical element in protecting the rights of our members is complete information on what is planned, who is targeted, the schedule for reduction, and procedures for implementing it. Commissioner Roberts was very cooperative in September and we felt we should get ahead of this new problem.”

Reaganomics is beginning to have increasingly serious consequences for public employees as the federal budget seeps down to impact state and local governments. Because of the Labor Department’s heavy dependence on direct federal funding, however, the impact is particularly swift there.

“We warned our people 18 months ago what Ronald Reagan was going to do to this country and to our members,” President McGowan said, “and now, unfortunately, all of our dire predictions are (Continued on Page 4)
Many CSEA members were among those supporters of Poland's hard-pressed Solidarity union who turned out last month at rallies in Albany and Buffalo, urging the nation's leaders to take strong action against the Soviet Union.

In Albany, about 75 people gathered at the Empire State Plaza for a rally, organized by area unions.

In Buffalo, amid sub-zero temperatures, many county and state CSEA members joined a noon rally of about 1,000 people in front of Erie County hall, where labor, civic and religious leaders denounced the repressive state of affairs in Poland.

CSEA Region VI Director Lee Frank, who attended the rally, said, "CSEA is a union very much aligned with the principles of freedom and justice for trade unions as outlined by Solidarity."

"It's important," said Frank, "that all Americans and unionists show our support for our brother and sister unionists in Poland."

The Buffalo area has 350,000 Polish-Americans, the nation's second largest Polish population.

SUPPORTING SOLIDARITY — CSEA Region VI Director Lee Frank holds CSEA placard at a rally held in Buffalo recently in support of the Polish trade union Solidarity.

Dispute over current pact stalls Suffolk talks

HOLTSVILLE — Negotiations between Local 852 and Suffolk County for a new contract have been blocked by the county in a dispute over the terms of the 1981 contract.

CSEA ratified the 1981 contract which contained minimum promotional raises of 4.5 percent, but Jack F. Farneti, director of labor relations, submitted a version of the contract containing 4 percent raises to the legislature, which approved it.

Both CSEA and Farneti say their versions are correct. Because of the dispute, Farneti has refused to start negotiations for a new contract.

CSEA has filed an unfair labor practice charge against the county with PERB for unilaterally changing the agreement without the knowledge and consent of the union. An informal hearing on the charge will take place at PERB's New York City offices on Jan. 13.

"What the county is trying to do is to squeeze us to give back something we negotiated. They are hoping our members will be so anxious to get a new contract they will be willing to give up the half percent," said Charles Novo, president of Local 852.

"I urge all members to be patient and remain united. We will win this dispute. We must show the county that we cannot be extorted by pressure tactics."

According to Novo, the half percent only costs the county an approximate $5,000, but could mean an additional step to many employees and other benefits in the future.

"The 1981 negotiations team is adamant that CSEA negotiated 4.5 percent, not 4 percent. Moreover, Farneti knew that our ratification ballots contained the 4.5 percent because he was shown, before the two ratification votes on this contract, the CSEA ratification packages before they were sent to the membership. Farneti never disputed the percentages until his 'mistake' became public knowledge," Novo said.

"It appears that Farneti made a 'mistake' in his presentation to the legislature and now cannot find the courage to go back to them to admit it," Novo said.

"Members must not be made to suffer because of the mistakes of a government official," said Danny Donohue, president of CSEA Region I. "The region supports the local in insisting that all members get what the county agreed to give them."

Novo said everything was in place for negotiations for the 1982 contract. The negotiations committee has tabulated contract proposals from the more than 1,200 responses it received to a questionnaire on negotiations priorities mailed to the local's 6,500 members. A negotiating team is being formed and the union is ready to start negotiations as soon as the dispute is settled.
Grievance wins gain upgradings for four at Upstate Med

SYRACUSE — Four administrative services unit employees at Upstate Medical Center were recently notified that their out-of-title grievance has been sustained, and the Governor’s Office of Employee Relations has directed an upgrading and compensation for each employee.

According to Ken Burwell, first vice president and grievance chairman for CSEA Local 615, the initial grievance was filed June 18 on behalf of Carol Stone, Lori J. Nellenbach, Francena Parthemore, and Lorena Domes, employed as SG 3 clerks at the Central New York medical facility. The four grievants claimed they were performing out-of-title work as Grade 4 ward clerks and should have been included in a group of 58 positions which were recently reclassified to nursing station clerk Grade 4.

A Step III hearing was held June 25 in Albany, but no decision was issued until mid-November. In its decision, the Office of Employee Relations found that the four grievants should have been included in the reclassified group of Grade 4 nursing clerks, and directed Upstate Medical Center to compensate the grievants for the period commencing ten days prior to June 25.

Bob Vincent, president of Local 615, credited the efforts of Burwell and Bill Lapoint, chief steward, in the case action.

“The officers and members of Local 615 would also like to acknowledge the assistance of Jack Conoby, CSEA collective bargaining specialist, for the administrative services unit. After waiting months for some word from OERT, we contacted Jack (Conoby) and had our decision in a matter of days,” Vincent said.

Chemical oven explosion during test injures three Roswell Park employees

BY RON WOFFORD
CSEA Communications Associate

BUFFALO — Three research employees of Roswell Park Memorial Institute, a cancer research and treatment center, are lucky to be alive, following an explosion in a chemical oven during a test that was, ironically, being conducted for safety reasons.

The three members of CSEA Local 313, Chemical Safety Officer Dr. Ronald Denk, Laboratory Technician Terry Szcudlik and Maintenance Helper Irving Zbocznymik, have all returned to work after sustaining injuries described as minor in the institute’s biohazards department.

The three were testing for possible leaks in a fume hood, which is used to contain and filter toxic and sometimes radioactive fumes that may be emitted in some chemical tests.

“We were preparing to test to see if a leak we had discovered earlier had been properly sealed,” said Dr. Denk, “and to do this it is necessary to create a large amount of smoke. Several commercially-made smoke candles had proven to be defective and I had mixed a combination of potassium chlorate and powdered sugar,” which should emit black smoke when ignited.

Frucher tried to soften the impact by calling the layoffs “furloughs,” but CSEA quickly countered that the proposal was a direct attack upon civil service job protection. CSEA President William L. McGowan’s reaction was direct and sharp: “This union is going to do everything to shoot down this proposal.”

A Carey administration spokesperson said the cost-saving cuts were needed as “severe cost-cutting measures affecting all state departments and agencies,” and included cuts in state travel expenses, use of state vehicles and other “non-personnel” expenditures.

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Retirees in record numbers attend annual holiday affair

ALBANY — They were anticipating perhaps 250 members of the CSEA Capital District Retirees organization to attend the annual Christmas luncheon meeting, but more than 600 turned out for the affair at the new Hilton Hotel in downtown Albany recently.

“We certainly had to be flexible,” Tom Gilmartin, director of the CSEA Retirees Division said in view of the large crowd. Retirees Local Secretary Doloras Fussell, who coordinated the event, said both the hotel staff and the large crowd of members handled the situation well, however.

The big turnout of retirees prompted a political discussion, with many members calling for a more active role by retirees in union affairs. “We have the time, the ability, and the interest to aid CSEA in all types of situations,” summed up Emil Spik, a former longtime activist in the union prior to his retirement.

But this meeting was seasonal, and the famed Mendelssohn Club performed many songs of the holidays for the gathering. Retirees Administrative Assistant Leo Hope called the exceptionally large affair “a great time, friendly, warm and family-like.”

‘Furlough’ that layoff talk

ALBANY — The Civil Service Employees Assn. told the Carey administration in no uncertain terms last week that it would not allow the state to go forward with laying off any such state effort.

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DOL layoffs?

(Continued from Page 1)

The Public Sector, Monday, January 4, 1982

Big Mo, Little Joe and Fast Eddie all worked in the Big City XYZ Department with 15 other guys.

On June 1, Big Mo heard his boss say: “We can save money by contracting out this place to that interested company.” Big Mo didn’t call his union rep. He figured with 24 and a half years in he had nothing to worry about. Come February he’d be retired.

On July 15, Little Joe heard the City Manager say: “I’ll sign the sewer contract right after the November elections. We don’t want the union to stop us from getting in on the contracting out deal.” Little Joe didn’t tell his union rep. He didn’t want to make waves. After all, he didn’t have to worry. On January 24 he’d have vested his retirement rights; ten years with no problems.

Fast Eddie followed the City Council election campaign. He had all the literature from all the candidates. He heard that the inside candidate was campaigning on a contracting out platform, whatever that was. He didn’t bother to pass the information on to his union rep. He didn’t even know who his union president was. After all, he had just started his civil service career, and he didn’t need the union’s help. He had civil service law on his side.

In late November, Big Mo, Little Joe and Fast Eddie were told that their jobs were being abolished Jan. 1. A private contractor was taking over.

Big Mo was not going to get his 25 years in. Little Joe would not be able to vest his retirement. And Fast Eddie was not going to be protected by the City Civil Service Commission.

The three ran to their union reps and yelled. “What’s the union going to do about this mess? You should have stopped it.”

“You should have stopped it in June, when my boss told me about it!” Big Mo declared angrily.

“You could have killed it in July when the City manager showed me the contract!” Little Joe roared.

“And you could have stopped this guy from getting elected,” Fast Eddie said, waving a dog-eared election campaign flyer entitled “How to Save Money by Contracting Out” under the union rep’s nose.

“When did you guys first learn about this threat to your jobs?” the union staffer asked quietly. “In June, July, October,” the trio answered.

“And when did you tell your union about it?” he asked.

“Just now,” the trio chimed in stunned tones. “Just now.”

The moral to the tale is simple. Whenever you hear of threats to your public sector job from budget cuts, contracting out, or elective office-seeking candidates, TELL YOUR UNION RIGHT AWAY. Any delay could mean YOUR JOB!
New AFSCME president pledges
The fight continues with the same goals

‘Effective bargaining, aggressive organizing’

“I would like to assure the members of our union — and all state and local public officials with whom we deal — that the International Executive Board of AFSCME elected me to continue the union’s well-earned reputation for effective bargaining and aggressive organizing.

“Under the leadership of Jerry Wurf, AFSCME also earned the respect of those who believe in civil rights, in human rights and in union rights. Our goals will not change.

“Because of the sudden circumstances of my election, it would be inappropriate for me to give you more than the broad outlines of the policies I will pursue as the new president of AFSCME.

“Certain things should be obvious, however. The current occupant of the White House has put this nation on a course that may very well end in economic chaos. This we will continue to resist.

“In less than a year, Mr. Reagan’s policies have severely handicapped the ability of state and local government to provide essential public services. And, this too, we will continue to address.

A prominent labor leader

Gerald W. McEntee, 46, executive director of AFSCME Council 13 of Pennsylvania state employees, last month was elected as the new International president of the American Federation of State, County and Municipal Employees (AFSCME), succeeding the late Jerry Wurf, who died December 10 in a Washington hospital. McEntee’s election by AFSCME’s executive board is to fill Mr. Wurf’s term which expires in 1984. CSEA Local 1000 is the largest local within the million-member International.

“Next year half a million public employees represented by AFSCME will renegotiate their contracts with cities, counties and states across the country. We will bargain hard and we will bargain tough for our members.

“And, you can be certain of one thing — during my tenure, AFSCME will do what it does best — we will defend this union’s members and organize those who are not members. We will do these things with all the force and effectiveness that Jerry Wurf brought to the task.”

AFSCME’s executive board is to fill Mr. Wurfs term which expires in 1984. CSEA Local 1000 is the largest local within the million-member International.

McEntee serves as the director of the Board of Trustees of the Pennsylvania Public Employees Health and Welfare Fund.

McEntee’s father, William, was the principal organizer and leader of AFSCME Council 33, which today continues to represent the Philadelphia city employees.

McEntee has also been an International Vice-President of AFSCME since 1974.

McEntee, 46, had a distinguished career as a prominent labor leader in Pennsylvania before assuming the presidency of the nation’s largest public sector union. Beginning in 1958 as an AFSCME organizer in Philadelphia, McEntee went on to become the successful architect of the major public sector organizing drive to unionize Pennsylvania’s more than 75,000 state employees.

McEntee served as the director of the Board of Trustees of the Pennsylvania Public Employees Health and Welfare Fund.

McEntee’s father, William, was the principal organizer and leader of AFSCME Council 33, which today continues to represent the Philadelphia city employees.

McEntee holds a BA degree in economics from LaSalle College, Philadelphia. He has also completed graduate credits at the Graduate Schools of Temple and Harvard Universities.

The father of four daughters, McEntee is a native of Philadelphia.

AFSCME President Gerald W. McEntee has joined with the heads of several large unions and consumer advocacy organizations as a plaintiff in litigation attacking the refusal of the Reagan Administration to rehire discharged employees.

Thousands of air traffic controllers were discharged at the time of the Professional Air Traffic Controllers Organization’s (PATCO) strike in August of this year.

“The current blacklisting of air traffic controllers serves no useful purpose,” stated McEntee. “President Reagan’s statement earlier this month that fired controllers could return to work in the federal sector, but not in the jobs for which they are best qualified, underscores the obvious bias and capriciousness of the government’s position.”

“Joining in this important legal case became all the more urgent,” continued McEntee. “when we discovered that three New Right organizations — the Washington Legal Foundation, the Public Service Research Council and the Mountain States Legal Foundation — were intervening on the side of the government.”

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the union that works for you

McEntee joins as plaintiff in lawsuit against president on firings

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NEW YORK CITY — Noting that "employees with good records should not be disciplined upon such dubious testimony," an arbitrator has cleared Brooklyn Developmental Center (BDC) members Frances Murrell and Melinda Wooten of patient abuse charges and ordered them reinstated with full back pay and benefits lost due to their suspensions.

The arbitrator noted that the psychologist "did not act in a way a witness to patient abuse would normally act." He did not interfere or tell the MHTA's to stop their actions nor did he tell them they were abusing the patient. The psychologist did not call a doctor, nurse, security officer or director of the facility.

The arbitrator concluded that he (psychologist) did not think much of the incident. It became significant only after he mentioned it to the team leader who asked him to write it up and report to the Chief of Service.

In expressing her pleasure with the arbitrator's decision, BDC Local 446 President Denise Berkley said that the decision has prompted BDC management "to work toward establishing a better relationship with the union.

"We offered to negotiate a settlement of this case without going to arbitration," she said. "Management refused. They also refused to even discuss reassigning the two employees pending the arbitrator's decision and, instead, suspended them."

Ms. Berkley reports that since the decision, BDC management has agreed to discuss reassigning members in lieu of suspension and has offered to work on a settlement of two pending disciplinary cases.

PERB ruling retains law clerks in union

ALBANY — The Public Employment Relations Board (PERB) has again ruled in CSEA's favor in the continued legal struggle against the Office of Court Administration's attempt to designate many of its employees as managerial/confidential.

PERB dismissed OCA's application to designate law clerks and law assistants as managerial/confidential after the case was remanded to PERB by the state Supreme Court.

"In dismissing the application, PERB essentially adopts the theory that the issuance of legal decisions is not formation of policy in a Taylor Law sense," explained CSEA attorney Stephen J. Wiley.

The December decision marked the second time PERB had ruled in the union's favor on the issue. The board's first decision was on April 18. Details on this procedure are available through the office of CSEA Executive Director Joseph J. Dolan, Jr.

CANDIDATES not nominated can gain ballot placement by submitting the necessary number of petition signatures from CSEA members and file their bids no later than March 1.

Candidates not nominated can gain ballot placement by submitting the necessary number of petition signatures from CSEA members and file their bids no later than March 1. Details on this procedure are available through the office of CSEA Executive Director Joseph J. Dolan, Jr.

Under the approved schedule, ballot placement will be determined by random drawing on April 20 and ballots will be mailed to all members on May 14. Ballots must be received by no later than June 15 to be valid and will be counted on June 18.

Each of the union's four statewide offices has a three-year term.
Union teamwork helps save four DPW jobs in City of Oneida

ONEIDA — For Alice Lopitz, William Smith, Wallace Tuttle and Donald Vanderhoff, watching the Oneida City Council in action Tuesday evening, December 15, must have been like facing a firing squad with no blindfold.

In that agonizing 11th hour situation they sat and listened hopefully before the council voted to amend the 1982 budget, enabling the city to retain their three department of public works positions and a fourth to be shared by two other departments.

The unanimous vote followed the first item of business during the last regularly scheduled council meeting for the year.

Since the proposed layoffs were announced in November, Art Collins, City of Oneida unit president, and Carol Riggall, president of CSEA Madison County Local 827, have worked to prevent the layoffs, contending the loss of services, unemployment compensation and other costs would not result in a real budget saving of $50,000.

“We took our case to the taxpayers of Oneida,” Collins explained, “and suggested that perhaps the council might do well to look for other ways to cut the budget rather than dumping employees who represent more than 40 years of dedicated service to the city.”

Monroe County honors former president

ROCHESTER — “Let’s continue to show county management we’re a group with spirit, integrity and solidarity in making our desires known.”

That’s the message Marty Koenig, a Monroe County probation officer and former president of CSEA Monroe County Local 828, gave his fellow members recently at a retirement dinner in his honor.

Koenig, who spent seven years as local president, said one of the ways to show solidarity was through political action. He called political action “one of the major tools at the disposal of the members in urging them ‘not to elect or re-elect politicians who are anti-union.'”

Region VI President Robert L. Latimer called Koenig a pioneer who was “light years ahead of most in seeing that political action by our union was a key ingredient to advancing the cause of public employees.

Monroe County employees Unit President Florence Tripi said the success and existence of the Monroe County local was “directly attributable to Marty Koenig. Before him, there was none,” said Ms. Tripi.

“I especially thank him for getting me interested in unionism. I am very grateful for the knowledge I’ve gained working with Marty.”

CSEA Field Representative Thomas Pomidoro, who worked with Koenig on three contracts over eight years, said, “Marty brought excellent leadership and foresight and made the local what it is today.”

Probation Unit Vice President Dave Kundin presented Koenig with a gift from his fellow workers, wishing him the best in retirement, and letters from CSEA President William L. McGowan. Region VI First Vice President Genevieve Clark and other fellow members were also presented.

Koenig pronounced himself “emotionally uptight, but happy and appreciative of the thought behind the gesture” accorded him. “You took my breath away.”

Among his many memories of his CSEA activities, Koenig said he was especially proud of the “year we turned a Republican county legislature to a Democratic one through our political activism.”

More than a few eyes were moist as Koenig expressed regret that his health will not allow him to be as active as he has been in the past.

“He will be sorely missed,” was a refrain that echoed repeatedly throughout the testimonial dinner.

Riggall added that she had enlisted help from members of Local 827 who lived in Oneida and asked them to write or call their council members and to attend council meetings as a protest to the proposed layoffs.

“In a last day effort to prevent the loss of those jobs, Art and I and several CSEA regional staff members gathered at the Oneida Dispatch newspaper. The council meeting was scheduled for 8 that night and we wanted to underscore our opposition to the layoffs and suggest several ways of cutting the $18 million dollar budget without the loss of jobs.” Riggall said.

Whether the teamwork of CSEA officers and staff and the media coverage impressed the council is unknown, but the vote to amend the budget did save four jobs.

“Unfortunately, our efforts were not totally successful,” Collins said. “We were unable to save a fifth position in the Youth Bureau, but we have talked to him and he knows we are attempting to find a placement for him in another city department.”

As for the four employees whose jobs were saved, things are looking brighter, thanks to a vote by council members and the work of their CSEA officers who proved once again that union teamwork does bring good results.

After blizzard of grievances, Kingston hits a dry spell

KINGSTON — It’s been snowing grievances in this Ulster County city, and Unit President Tony Fatterino believes he is finally teaching city administrators some respect.

In the past several years, more than 25 grievances have been filed — an average of one for every eight employees.

The issues have been both large and small, and Fatterino hopes a little publicity — plus a successful foray into last year’s local elections — may help improve matters.

A sample of grievances filed reveals such diverse issues as: ordering the municipality to collect the agency shop fee; guaranteeing that vacancies must go to the most senior qualified employee; winning holiday pay for salaried bus drivers; settling overtime pay and compensatory time disputes; and, establishing that federal CETA (Comprehensive Employment and Training Act) employees were part of the bargaining unit.

At the moment there are no grievances outstanding, and Fatterino hopes it will stay that way in this Hudson Valley city where he has been unit president 17 years.
Thinking of running for public office? Want to join the growing ranks of CSEA members who are making their presence felt as members of school boards, mayors, local legislators or other elected officials? You'll find the information you need to run an election at CSEA's second Candidate Campaign Institute, to be held March 19 and 20 at the Thruway House in Albany. Any member who is contemplating running for office and who did not attend last spring's program is eligible to apply.

Completed applications must be returned to your region office no later than Jan. 29 to receive consideration. Applications are available from each region office, as well as from the CSEA Legislative Office, 150 State St., 5th Floor, Albany, N.Y. 12207.

The two-day institute is aimed at arming political-office seekers with advice and tools in such areas as fund raising, polling, recruiting volunteers, dealing with the media and more.

The response of the participants in last year's program was overwhelmingly laudatory," said Bernard Ryan, director of CSEA's Legislative and Political Action Office. "We are even more convinced we're on the right track in helping our members prepare to run for public office."

"The course was packed with the kind of practical, how-to information that is essential for running a campaign," Ms. Gallagher said. "Any more members who are thinking of throwing their hats in the ring will take advantage of this exceptional training opportunity." Applications will be reviewed by regional screening committees, which will make their initial recommendations to CSEA President William L. McGowan. Participants selected will be notified by mail of their acceptance.

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**Local president launches counterattack against poor public opinion, bad press**

BUDDALO — A CSEA local president who is also a member of CSEA's negotiating team involved with contract talks between CSEA and the State of New York has called upon union members to launch a counterattack against the negative atmosphere being created against public employees.

Elaine Todd, president of the Department of Labor CSEA Local 322, said a poor self-image could have adverse effects on the CSEA-State contracts now being negotiated.

"Pride in our worth is very much tied into how we conduct negotiations with the state," she says. "If I'm not proud of my job and performance for New York, I wouldn't be able to justify my vigorous approach to gaining a fair contract for my fellow employees.

Ms. Todd, in a newsletter article for her local membership, says the negative atmosphere is being created by the media. "The effect was 'very encouraging,'" according to Local 322 First Vice President Jacqui Reed. "At the meeting was very good and very different from anything I was ever impressed and inspired by Elaine's sincerity of purpose. They're more confident than ever that the CSEA negotiating committee's actions are in the best interest of all the members.

You have as much right to be proud of your job and the services you provide as any individual in the private sector."

—Elaine Todd, president, Department of Labor Local 322

"Get angry. When you see biased opinions expressed in the newspaper or on radio or TV, fight back and express your opinions," Ms. Todd urged. "Pick up your pen and pad and write to the editorial staff or station manager. You owe it to yourself and your family to give the public a true picture of your work."

Todd recorded her thoughts and feelings for the Local 352 membership meeting that she was unable to attend recently due to a negotiating strategy session in Albany.

The effect was "very encouraging," according to Local 322 First Vice President Jacqui Reed. "Attendance at the meeting was very good and everyone was impressed and inspired by Elaine's sincerity of purpose. They're more confident than ever that the CSEA negotiating committee's actions are in the best interest of all the members.

Ms. Todd also hopes "to dispel any notion that what happened to the air traffic controllers can happen to us. We are state employees, not federal workers, and the Taylor Law provides different remedies from what the federal government was able to do to PATCO."

"But we are also fighting a media campaign that, through newspaper articles and radio commentaries, have begun the war of the New York taxpayer vs. the New York state employee. We all know that we are not overpaid or abusing sick leave, as some supposedly 'accurate' surveys have suggested. But, sadly enough, the majority of citizens will believe this rubbish without so much as a blink of an eye."

"So it's up to us to take our case to the public," Ms. Todd concluded. "We are public employees who are proud of the services we provide—and damn it, let's start walking and talking proud."

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**Nassau County contract approved by 6-1 margin**

MINEOLA — Local 830 members have approved by an almost six-to-one margin a tentative agreement with Nassau County, giving employees a new graded salary plan and raises ranging from 25.6 to more than 40 percent over a three-year period.

On Dec. 8, 5,960 members voted to accept and 1,152 voted to reject the agreement in polling booths in 16 locations throughout the county. The new three-year agreement took effect on Jan. 1, when the old contract expired.

"I think the people were very satisfied with the contract," said Jerry Donahue, Local 830 president.

Donahue said that of the 14,000 employees represented by the local, only 12 were not eligible to vote. "There were 11,000 people at work that day, 1,000 shift workers and others were off, as is usual for a Friday, so the 7,100 who did vote represented 60 percent of the membership.

The ratified agreement must be approved by the Nassau County Board of Supervisors, which meets today. If approved by the board, Donahue said he hopes the raises — retroactive to Jan. 1 — would be contained in the first February paycheck.

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**Honorarium schedule approved**

ALBANY — CSEA will have a full-time statewide secretary and a full-time statewide treasurer next year under provisions of an honorarium schedule for statewide officers approved last week by the union's Board of Directors.

Acting in compliance with the CSEA's Constitution and By-Laws, which requires any changes in honorariums to occur prior to the start of the terms of officers, the board accepted the recommendation of the Special Committee to Study Honorariums for Statewide Officers.

It recommended making the formerly part-time secretary and treasurer positions full-time, and setting up annual salary increases of seven percent per year for those positions as well as statewide president and executive vice president, in each of the following three years.

The honorarium changes will not become effective until newly-elected officers are sworn in office on July 1, 1982.

The honorarium for the president of CSEA is currently $40,000. The honorarium for executive vice president is currently $35,000. The new, full-time honorarium for secretary/treasurer is set at $27,500. The new, full-time honorarium for treasurer has also been set at $27,500.

In providing the honorarium increase for executive vice president, the board also approved a one-time $1,500 additional increase to adjust for a technical prohibition that prevented that honorarium from being increased over the past two years while the honorarium for statewide vice presidents was increased.
It had its high points, and its lows. But, in retrospect, 1981 can be viewed as another strong link in CSEA's proud and long history.

Probably historians will look back upon 1981 and award it a milestone designation in the union's history based upon the affiliation between CSEA and AFSCME becoming permanent in January.

In terms of union activities and union achievements, 1981 was a busy year. And as it was ending on a note of sadness with the death of long-time AFSCME President Jerry Wurf, so too it gained a ray of hope and expectation with the naming of Gerald McEntee as the new International president.

On the following pages we review many of the stories that made headlines during 1981 and helped enhance CSEA's reputation as a concerned and active labor union.
By nearly an eight-to-one margin, CSEA delegates voted to become a permanent affiliate of the American Federation of State County and Municipal Employee union (AFSCME). An exhaustive process of statewide membership meetings, preparation of studies and reports, face-to-face negotiations, and complex financial arrangements all played a part in the agreement ending the ‘temporary’ affiliation in effect since April 1978. Under the agreement, CSEA will continue to maintain its autonomy and will retain its identity as CSEA, Local 1000 AFSCME, AFL-CIO.

Two Fulton barge canal workers successfully prevented two apparent suicide attempts at their work locations. Local 303’s John Steele and Gordon Chapin are heralded for rescuing a drunken man and an elderly woman both of whom later admitted to having second thoughts about taking their lives.

In what CSEA lobbyists term ‘a matter of simple justice,” the union launches an aggressive campaign for retirees pension supplementation. Proposed legislation calls for pro-rated pension increases to help retired public employees meet the grips of inflation.

The union scores a landslide victory in Erie County as members vote overwhelmingly to retain CSEA as their union. An organized group of dissident employees challenge CSEA in a representation election supervised by the state Public Employment Relations Board. The strong show of support for CSEA is attributed to the month-old affiliation with AFSCME, AFL-CIO, along with CSEA’s demonstrated ability to deal successfully with contractual and noncontractual matters.

Region III President James Lennon dies. Ray O’Connor steps up from the vice presidency to complete Mr. Lennon’s term. O’Connor vows to fully utilize the talents of the Southern Region leadership during the transition.

Transformer explosions in Binghamton and Albany spread toxic, cancer-causing PCB’s throughout the city’s two state office buildings. While the accident at the Alfred E. Smith Building in Albany resulted in little damage, contamination at the Binghamton state office complex proves to be extensive.

State officials estimate the clean-up could take as long as six months. More than 200 employees move to temporary work locations, with no indication of when they will return to their Binghamton offices.

After a year of joint labor-management tours and meetings, the state’s psychiatric centers and developmental centers are finally beginning to show progress. Critical understaffing is levied by the state’s creation of 830 new in-patient jobs.

Claiming the union and his administration overreacted, Governor Hugh Carey foolishly offers to drink a glass of PCB’s and single-handedly clean up the Binghamton office complex. In reply, the CSEA establishes a Hugh L. Carey Toxic Waste Disposal Fund to help fund the governor’s trip to Binghamton.

CSEA wins a major battle in preventing the Office of Mental Health (OMH) from consolidating the Utica and Marcy Psychiatric Centers. The Appellate Division of the State Supreme Court upholds CSEA’s appeal stating that OMH was in violation of Civil Service Law. The consolidation would have turned ownership of the facility over to a private company.

Region V President James V. Moore reveals the abuse of Medicaid funds for union-busting efforts in testimony presented before the State Assembly’s Labor Committee. Federal and State Medicaid monies have been used to hire private management consultants to prevent health care workers from organizing, and to ease transfer of hospitals from public to private ownership.

Appropriately 800 members gather for the CSEA Special Delegates Meeting in Syracuse. President Reagan’s disastrous budget cuts dominate the convention, as CSEA statewide President William L. McGowan and other noted officials warn of severe job losses. Delegates are urged to write to their congressman, in an effort to override Reagan’s threatening budget proposals.
SEPTEMBER

- The Reagan Administration's budget axe falls on 600 Department of Labor employees. While the job cuts affect mainly state workers in the Professional, Scientific and Technical (PST) bargaining unit, the jobs of a number of CSEA members are laid on the line.
- Local 851 member Bob Kimball rescues two Erie County Sheriff Deputies handcuffed around a tree while on his way to work. His quick-thinking actions lead to the eventual capture of two escaped criminals.
- The Staten Island Development Center accuses five therapy aides of negligence in the death of a client. Local 129 President John Jackson steps forward and challenges the SIDC administration with covering up their own mistakes by bringing the CSEA members up on charges. The charges against the five aides are still pending.
- The sudden collapse of a ceiling in the Fulton County Justice Building during working hours injures two private employees, prompting CSEA to take a hard line on a member's right to safety. CSEA demands an immediate inspection of the office building.
- Solidarity Day in Washington, D.C. proves to be a giant show of strength for labor, as nearly a quarter of a million people gather to protest federal budget cuts. Several hundred members travel from as far as Buffalo to Washington by bus instead of by plane.
- Yet it was worth it. For on that day, labor showed the nation they can stand together, peacefully, in protest and in solidarity.

OCTOBER

- The new CSEA Vision Care Benefit plan takes effect. State employees in the Administrative, Institutional, and Operational bargaining units are provided free eye exams and eyeglasses. The program, administered by the CSEA Employee Benefit Fund, is received with open arms by the membership.
- The CSEA Communications Department is expanded to include direct control of the Public Sector newspaper. All reporting and editing services were previously provided by a private contractor. In a continuing effort to improve communications, the number of pages of the Public Sector are increased from 12 to 20 pages. Due to increased postage and newsprint costs, the paper is scheduled to go to press every two weeks instead of every week.
- More than 1,400 rank-and-file members assembled for the 71st Annual Delegates meeting at Kiamesha Lake's Concord Hotel. Governor Hugh L. Carey tops the roster of speakers, pledging full enforcement of public employee OSHA regulations and vowing to take another look at performance evaluation.
- New York State Comptroller Edward Regan addresses the delegate body late in the week. The main thrust of his speech: ruling out 'scrip' in the event of another state budget delay. Delegates reject a proposal to reorganize the basic structure of CSEA and among other actions, vote to create a powerful statewide judicial board.
- The newest regional president and statewide officer, George Calounemo, is honored at a special ceremony. Region II President Calounemo vows to fight for the jobs of members threatened by the Reagan Administration's proposed budget cuts.

NOVEMBER

- At a press conference, Meyer Frucher, director of the Governor's Office of Employee Relations, promises to "crack down" on alleged sick leave abuse by state workers. The remarks, which lead to state-by-state comparisons of sick leave accruals, are discredited by CSEA President William L. McGowan as being conveniently timed to state contract negotiations talks.
- In what union leaders call the first battle with Reaganomics in New York State, the Suffolk Co. Legislature votes to restore a major portion of the 600 jobs slated for elimination in its 1982 budget.
- A proposed Saratoga County budget targeting 100 public employees for layoffs is met with considerable opposition. The jobs of 42 patrol deputy sheriffs are slated for termination. Similarly, CSEA wages a "your money or your life" campaign to persuade the administration to keep the road patrol in the name of public safety.

DECEMBER

- CSEA and the State formally exchange contract demands in Albany to begin the task of negotiating new contracts covering 167,000 CSEA-represented workers in the three major bargaining units. The long, arduous talks will most certainly continue over the next several months, with settlements hopefully reached prior to the March 1, 1982 expiration of the present agreements.
- The lack of communications equipment aboard a New York State derick boat is reported to be the cause of the death of William Kisc, 29, a Local 583 barge canal worker. Fatalities among canal workers are becoming a trend in recent years, as CSEA calls for a complete investigation of the tragic accident.
- Day care centers at major state work locations finally become a reality for working couples. CSEA and the State sign an agreement providing up to $150,000 in "seed money" to create centers similar to the highly successful Children's Place program at the Empire State Plaza.
- Jerry Wurf, 62, International President of the American Federation of State, County and Municipal Employees (AFSCME) dies December 10th of a heart attack in Washington, D.C. He is remembered as a tireless fighter for the cause of unionism and a staunch advocate of dignity for working people. Mr. Wurf is succeeded by Gerald McEntee, executive director of AFSCME Council 13 in Pennsylvania.
- The CSEA Special Women's Committee hosts its annual conference at Niagara Falls. Career development and self-awareness are focused on in the continuing struggle for equality in the workplace.
Mt. Vernon Unemployment Office

OSHA prevails

Surprise visit reveals ‘horrible’ work conditions; DOL pledges to correct hazards

George Caloumeno

‘If CSEA has to be a watchdog union, so be it’

—Region II President George Caloumeno

MT. VERNON — “When we made our surprise visit, we were the ones who were really surprised,” said Metropolitan Region II President George Caloumeno referring to the inspection he and Field Representative Al Sundmark made of the Mt. Vernon Unemployment Insurance Office.

“We had heard that conditions there were bad,” Caloumeno said, “but until we saw the place, we had no idea that our members were working in such a dangerous environment.”

Caloumeno and Sundmark found 14 violations of OSHA standards at the Mt. Vernon Unemployment Insurance Office, violations later confirmed by an official OSHA inspection.

The most serious violations Caloumeno and Sundmark found were:

• an obstructed fire exit door that could not be unlocked from the inside;
• lack of heat;
• cracks and obstructions of the floor;
• no operable fire extinguishers;
• overloaded electrical circuits;
• inadequate lighting in a fire exit hallway and in supply closets;
• roach and rodent infestation.

Caloumeno and Sundmark brought their findings to the attention of Department of Labor Director Harold Kasper and Alex Altheim, Metropolitan Area Director for Unemployment Insurance, who pledged to implement all the recommendations made in the OSHA report.

While pleased that the Department of Labor responded quickly, Caloumeno noted that “it’s incredible that the Department (of Labor) let a horrible situation develop in that office in the first place.

“If CSEA has to be a ‘watchdog’ union, so be it,” he said. “We’re prepared to ensure our members work in safe, decent environments.”

DEPARTMENT OF LABOR LOCAL

350 MEMBER Nancy Adler wears her coat and uses an electric heater while working at the Mt. Vernon Unemployment Insurance Office. Since the surprise inspection by CSEA, the building’s heating has been fixed.

THE LAST TIME this fire extinguisher was checked was February, 1978.

A SUPPLY CLOSET lit by natural light.
Supreme Court rules in favor of CSEA

‘Advisory' grievances upheld in Mineola

MINEOLA — Legal action by CSEA has won a Supreme Court ruling that greatly strengthens the “advisory” grievance procedure in Nassau County. The ruling upheld the union’s right to bring a lawsuit against a unilateral determination by County Executive Francis T. Purcell that overruled a recommendation of the County Grievance Board. The ruling by the Supreme Court that greatly strengthens the recommendation by the Grievance Board in favor of CSEA, but County Executive Francis T. Purcell overruled it. Then, CSEA filed suit charging the action was a contract violation.

The issue dealt with a unilateral decision by the county to change some employees of the Department of Social Services from a 33-hour work week to 35 hours.

The county claimed that CSEA could only sue under an Article 78 proceeding, which requires the union to prove that the action was wholly irrational. CSEA Regional Attorney Richard M. Gaba argued that the county action clearly violated the union’s right to bring a contract violation procedure, which allows the union to show that the action violates the contract.

In Nassau County, a three-step grievance procedure leads to a joint labor-management County Grievance Board, but its recommendations are merely advisory to the county executive.

A grievance brought by Local 830 had led to a recommendation by the Grievance Board in favor of CSEA, but County Executive Francis T. Purcell overruled it. Then, CSEA filed suit charging the action was a contract violation.

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Mt. Vernon Library Unit awarded long-awaited pact

MT. VERNON — It took almost a year, but the 66 members of the Mt. Vernon Library Unit of Westchester County Local 880 finally have a contract. Unit President Vinnie LoBosco credits the settlement to perseverance: “The Library Board thought we would roll over, but we didn’t. We fought and got what we wanted.”

One of the things members wanted was to be treated the same as other city employees. Field Representative Larry Sparber explains, “Through most of the negotiations the board pleaded they had no money, but we were able to prove otherwise.” Accordingly, workers received “two sevens” — wage hikes of 7 percent retroactive to Jan. 1, 1981, and another 7 percent on New Year’s Day.

Other benefits include permitting employees to use floating holidays to extend vacation or holidays, allowing 15 extra sick leave days to be accumulated, permitting unused personal time to be added to sick leave accumulation, and providing for extra pay when out-of-title work is performed for more than 15 consecutive work days.

TOWN OF RIVERHEAD unit officers were sworn in recently. Taking oath of office are, from left, President Russell Fleischman, Vice President Patricia Downs, Treasurer Nancy Neems, and Secretary Susan Keeney. Suffolk County Local President Charles Novo, second from right, administers oath while Sergeant-at-Arms Sam Iadicco, right, watches.

Union charges judge with contempt

ALBANY — CSEA attorneys have initiated contempt of court proceedings against an Office of Court Administration (OCA) judge. At issue is the judge’s failure to abide by an arbitration decision and a state Supreme Court ruling awarding job restoration and back pay to an OCA law clerk.

Legal battles began more than two years ago, when the law clerk was terminated without a hearing. A year ago, an arbitrator ruled that the dismissal was in violation of the collective bargaining agreement and directed that the clerk be restored to his position and awarded back pay.

When OCA failed to abide by the arbitrator’s decision, CSEA turned to the state Supreme Court, which confirmed the arbitrator’s ruling and award last summer.

“OCA has not appealed that decision, and yet they have not abided by it. It’s been a year since the arbitration award and nearly half a year since the court’s confirmation, and still this member doesn’t have his job or his back pay,” commented attorney Stephen J. Wiley. “That’s why we’re now attempting to hold Judge Herbert B. Evans in contempt.”

The contempt hearing is scheduled to be held in Albany later this month.

CALL US toll-free
1-800-342-4824

CSEA SAFETY HOTLINE
1-800-342-2027

CSEA INFOLINE
A referral service when you need CSEA’s help but don’t know how to put your union to work for you.

THE PUBLIC SECTOR, Monday, January 4, 1982  Page 13
Child car seat required by law after April 1, 1982

This car seat offer could help you save your child’s life

ALBANY — CSEA wants to help its members keep their children from becoming one of the 850 kids under four years of age who will be killed on highways in this country this year or one of the estimated 60,000 children that will be injured, many of them permanently disabled, in automobile accidents.

CSEA has joined with the state Department of Motor Vehicles in urging motorists to buy federally-approved child car seats and the union is working with the Cosco/Peterson Co., to make those car seats available at an affordable cost.

Union President William L. McGowan made every major manufacturer of federally-approved child car seats an offer: if they would give CSEA’s members a low price on their products, CSEA would tell its members about their product. The union isn’t endorsing the manufacturer, it’s just trying to help its members protect their children and comply with a new state law that makes it illegal to operate any motor vehicle in this state after April 1, 1982, unless any passengers under five years of age ride in an approved child car seat.

Cosco was the only firm that accepted the union’s offer and, according to the Union Label and Service Trades Department of the AFL-CIO, it’s the only baby products manufacturer that is union-represented.

“Nobody needs something else to buy these days,” commented President McGowan, “but the facts clearly justify the new state law.

Thousands of children are being killed or injured in accidents every year and, according to the experts, many of these tragedies could have been avoided if only the child had been protected by car seat restraints.”

To help, CSEA is publishing this special price list from Cosco on its child seat products. Most of the prices listed are well below list price and generally below even discount prices. The prices listed also include the cost of handling and shipping.

Any CSEA-represented public employee can purchase a car seat directly from Cosco by following the instructions on the price list below. Of course, they can also buy a Cosco product, or any other federally-approved child car seat in most major department stores or baby product stores.

“We’re not saying that these products are better than any other,” the union leader said, “but what we are saying is that these products meet the rigid standards of the federal government and the manufacturer, approved by the union label department of the AFL-CIO, has agreed to offer this special price directly to CSEA members. What is important is that your child be properly protected. This is one way to do it.”

All orders and any questions concerning these particular products should be addressed to the manufacturer at the address printed below.

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CSEA Members Price Bulletin

November 1, 1981
(Supersedes all previous price bulletins)

COSCO/PETERSON

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<th>COLOR</th>
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<td>12.0</td>
<td>2.8</td>
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</table>

NOTE:
Prices include shipping and handling charges to one destination.
Prices subject to change without notice.
Returns will be accepted without prior written authorization.
TERMS:
Prepayment (certified check or U.S. Government money order) must be sent with purchase order.
SHIPMENT:
Allow 30 days from receipt of order.

Send purchase order with prepaid to:
Cosco/Peterson
2525 State Street
Columbus, Indiana 47201
Attn: Special Markets
Unionists confront federal OSHA director

BUFFALO — A visit here by the head of the Reagan administration’s Occupational Safety and Health Administration, who spoke to two groups, one business and one labor, produced two different results.

Thorne G. Auchter, assistant U.S. secretary of labor and OSHA director since March, met with a storm of criticism at a meeting with area labor leaders after an earlier, well-received session with business representatives.

Region VI President Robert L. Lattimer was among a group of more than 90 labor representatives that heard Auchter defend the Reagan Administration’s aim of safeguarding the American worker’s welfare, which Auchter claimed has not changed.

The skepticism of labor delegates in attendance was fueled by an AFL-CIO report that show a marked decline in health and safety inspections and citations from January through July 1981, compared with a comparable period in 1980 under the Carter administration.

Chautauqua retirees urged to use talents

MAYVILLE — More than 40 retiring employees of Chautauqua County were recently urged to “stay active and make good use of their time” by Ramona Gallagher, CSEA Political Training specialist.

Speaking at a retirement dinner sponsored by CSEA Chautauqua County Local 807, Gallagher informed the retirees their energies and knowledge gained in public employment could be put to good use.

A presentation of the head table floral centerpiece was made by Local 807 President James Kurtz to the two senior retirees, Beatrice Young of Southwestern School and Roy Fisher of Pine Valley School.


VALHALLA — CSEA’s Anne Anderson can once again look forward to spending weekends with her family.

A credit and collection analyst at Westchester County Medical Center, Ms. Anderson recently won a significant arbitration award that found the county violated the CSEA contract when it changed the Monday-through-Friday workweek she and her co-workers have enjoyed for years.

In the case before Arbitrator Martin Scheinman, CSEA argued that the county met its burden of establishing the need and desirability for the change. After analyzing the testimony of the witnesses and the arguments presented by each side, I must determine that the county failed to shoulder its burden.

The county argued its action was consistent with labor agreement.

Noted Scheinman: “Stated simply, the only real issue is whether the county met its burden of establishing the need and desirability for the change. After analyzing the testimony of the witnesses and the arguments presented by each side, I must determine that the county failed to shoulder its burden.”

A presentation of the head table floral centerpiece was made by Local 807 President James Kurtz to the two senior retirees, Beatrice Young of Southwestern School and Roy Fisher of Pine Valley School.


FLORAL PRESENTATION — Local 807 President James Kurtz presents a floral centerpiece to senior retirees Beatrice Young and Roy Fisher.

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Especially significant to the proceedings was the fact that many weekend hospital admissions are prearranged. The arbitrator ordered therefore, that the grievance is sustained and the county met its burden of establishing the need and desirability for the change.

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**Region VI meet offers public speaking**

ROCHESTER — The Region VI meeting scheduled for Jan. 15 and 16 in Rochester will feature a session in public speaking “to help those of our members that feel they can improve their skills in this area,” according to Region President Robert L. Lattimer.

“Many of our members have responsibilities that require them to speak convincingly and effectively in behalf of union efforts in negotiations, grievances, political and other situations,” said President Lattimer, “and this is being offered in response to many requests. I’m sure it will prove to be a big confidence builder.”

The session at the region meeting will be followed by a series of classes and workshops for a limited number of members who would like to go further in improving their public speaking skills.

The course will be conducted by Gerry Regan, communications instructor for the New York State School of Industrial and Labor Relations and chairman of the English department for Frontier Schools.

Many region members will remember Regan’s lively, informative and humorous lectures on communications at previous region functions.

Calling public speaking “vital, and something that affects everyone,” President Lattimer said “all of us, including myself, need to continuously work for improvement in speaking clearly.”

The public speaking session of the region meeting will begin at 8:00 p.m., Friday, Jan. 15, at the Rowntowner Motor Inn, 800 Jefferson Rd., Rochester, followed on Saturday by county and state workshops at 9:30 a.m. and a general business meeting at 1:30 p.m.

**Agreement reached; non-members to pay agency shop fee**

NIAGARA FALLS — The non-instructional bargaining unit of CSEA Niagara Educational Local 872 has reached an agreement with the Niagara Falls Board of Education which, for the first time in the board’s history, calls for an agency shop fee to be paid by non-union members. Approximately 300 employees are covered by the contract.

It was a long time coming, but it was worth the wait,” said Local President Dominic Spacone. “I hope this inspires the agency shop members to join CSEA, because it should be evident that CSEA is working in behalf of all the employees in the bargaining unit.”

The one-year pact provides for a 7.8 percent wage increase, plus increments and longevity pay for those eligible.

Contract language improvements covering grievances, sick leave, time off for union business, and a joint committee to study job re-evaluations were gained for the school workers.

The overtime meal allowance will increase from $2 to $4 and out-of-title work will be paid at the rate of 25 cents per hour after the first 10 days instead of 12 days as in the previous contract.

The mileage reimbursement rate will be paid at 23 cents per mile, effective January 1, and custodians and stationary engineers will now receive the mileage pay for normal weekend checks from home to work and back to home.

CSEA Field Representative Thomas B. Christy was aided in negotiations by Russell Bettis, Robert Hughes, Florence Lennox, Eugene Perry, Phyllis Gonzalez and Spacone.

**Herkimer Hospital unit approves two-year pact**

HERKIMER — An extended two-year contract calling for a nine percent salary increase each year, plus other benefits, has been ratified by the CSEA members, hospital board of managers, and the Herkimer village board, according to a spokesperson for the Herkimer Memorial Hospital Unit of CSEA Local 822 Herkimer County.

Sandra Walby, unit president and chairwoman for the unit negotiating team, which represents 170 employees, said the terms of the agreement are effective January 1, 1982, with the second wage increase coming January 1, 1983.

Other employee benefits include:

- On call pay increased by five cents per hour.
- Beginning January 1, 1982, the hospital will pay time-and-one-half for work on New Year’s Day, Thanksgiving and Christmas.
- Mileage paid for employees using their personal vehicles increased to 20 cents per mile.
- Payment in January of personal time earned, but not taken during the year.
- A dental program, with plan and carrier jointly selected by CSEA and the hospital, to be instituted January 1, 1983. The hospital will pay a maximum of $50 per year, per-employee.

In a statement following the contract announcement, Ms. Walby said, “The majority of the hospital unit members feel we have a good contract with salary increases and benefits that try to keep up with rising costs of living. The fact that we began negotiations in late November, and reached a settlement after only two negotiating sessions, is also quite an accomplishment.”

Walby also acknowledged the efforts of Ted Modrzejewski, chief CSEA negotiator, and the unit negotiating team of Lawrence Gray, Ann McKeveitt, Virginia Schrader, Marijoy Naspany, and Judy Hyde.


**STATE JOB CALENDAR**

**FILING ENDS JANUARY 11, 1982**

**Writtten Test to Be Held February 20, 1982**

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**FILING ENDS JANUARY 18, 1982**

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<td>Director, Breast Cancer Program</td>
<td>$30,220</td>
<td>28-315</td>
</tr>
<tr>
<td>Nurse Anesthetist</td>
<td>$19,835</td>
<td>28-316</td>
</tr>
<tr>
<td>Aging Services Nutrition Consultant</td>
<td>$20,870</td>
<td>28-317</td>
</tr>
<tr>
<td>Chief of Water Quality Surveillance</td>
<td>$30,220</td>
<td>28-318</td>
</tr>
<tr>
<td>Coastal Development Specialist II (Planning)</td>
<td>$18,900</td>
<td>30-049</td>
</tr>
</tbody>
</table>

**STATE JOB CALENDAR**

**FILING ENDS JANUARY 11, 1982**

**OPEN COMPETITIVE PROMOTIONAL EXAMS**

(State employees only)

**WRITTEN TEST TO BE HELD FEBRUARY 20, 1982**

<table>
<thead>
<tr>
<th>Title</th>
<th>Department</th>
<th>Exam No.</th>
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</thead>
<tbody>
<tr>
<td>Data Processing Clerk I G-5</td>
<td>IDP</td>
<td>00-088</td>
</tr>
<tr>
<td>Data Processing Clerk II G-9</td>
<td>IDP</td>
<td>00-089</td>
</tr>
<tr>
<td>Data Processing Clerk III G-12</td>
<td>IDP</td>
<td>00-090</td>
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<td>Treatment Unit Clerk Trainee</td>
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<tr>
<td>Assistant Director of Revenue, Reimbursement and Rate Setting</td>
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<td>28-320</td>
</tr>
<tr>
<td>Assistant Director of Revenue, Reimbursement and Rate Setting (Revenue Management)</td>
<td>$30,466</td>
<td>28-320</td>
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**FILING ENDS JANUARY 18, 1982**

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary</th>
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<tbody>
<tr>
<td>Motor Equipment Mechanic</td>
<td>$12,954</td>
<td>20-016</td>
</tr>
<tr>
<td>Maintenance Assistant Mechanic</td>
<td>$10,335</td>
<td>20-015</td>
</tr>
<tr>
<td>Senior Drafting Technician (Architectural)</td>
<td>$12,866</td>
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<tr>
<td>Principal Drafting Technician (Architectural)</td>
<td>$15,900</td>
<td>25-518</td>
</tr>
<tr>
<td>Housing Management Assistant</td>
<td>$19,000</td>
<td>25-519</td>
</tr>
<tr>
<td>Housing Management Representative</td>
<td>$24,640</td>
<td>25-520</td>
</tr>
<tr>
<td>Housing Management Assistant (Insurance)</td>
<td>$19,000</td>
<td>25-521</td>
</tr>
<tr>
<td>Housing Management Representative (Insurance)</td>
<td>$24,640</td>
<td>25-522</td>
</tr>
<tr>
<td>Senior Building Construction Engineer</td>
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<tr>
<td>Senior Superintendent of Construction</td>
<td>$19,835</td>
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<tr>
<td>Assistant Superintendent of Construction</td>
<td>$15,900</td>
<td>25-531</td>
</tr>
<tr>
<td>Radio Dispatcher $5.89 per hour</td>
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<tr>
<td>Supervising Bridge Painter I</td>
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<tr>
<td>Supervising Bridge Painter II</td>
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</tr>
<tr>
<td>Compensation Examining Physician I</td>
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<tr>
<td>Director, Breast Cancer Program</td>
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</tbody>
</table>

**APPLICATION FORMS**

- **APPLICATION FORMS**
  - You may obtain application forms from the local or in
  - person at the following offices of the State Department of Civil Service:
    - Albany - State Office Building Campus 12239
    - Buffalo - Suite 750, 1 W Genesee Street 14202
    - New York - 5th Floor, 2 World Trade Center 10047
    - Local Offices of the N.Y.S. Employment Service (no mail requests handled)
    - When you request an application, specify the examination number and
      complete application to: NYS Department of Civil Service, State Office Building
      Campus, Albany, New York 12239. In the Buffalo area, mail applications to
      Buffalo address shown above.

**THE PUBLIC SECTOR, Monday, January 4, 1982**

Page 17
NEW YORK CITY — An attempt by Downstate Medical Center (DSMC) to institute a new sign-in/sign-out procedure in violation of the principles of labor/management cooperation has been thwarted at the last minute by CSEA.

The new procedure was scheduled to go into effect Dec. 31, but has been postponed pending discussions with DSMC Local 646.

When rumors about the new procedure began circulating at Downstate, DSMC Local 646 President Frances DuBose twice wrote to the institution’s assistant vice president for personnel, Jerry Krause, requesting a meeting to discuss the plans for implementing the new sign-in/sign-out procedure. Krause ignored the requests. On Dec. 28, Ms. DuBose again requested a meeting of the new procedure. Krause refused to meet with her.

“...real problems with the new procedure,” Ms. DuBose said, “but the more important issue was Downstate management’s refusal to discuss the procedure with the union before starting it up. Downstate management was subverting good faith labor/management principles.”

As the requests for meetings to discuss the new procedure were falling on deaf ears, DuBose, DSMC Local 646 First Vice President James Woods and Grievance Chairman Rupert Mayers began mobilizing the membership of the local for action. At the same time, Metropolitan Region II Field Representative Bart Brier brought the situation to the attention of State University of New York (SUNY) officials in Albany. Brier’s discussions with SUNY officials and the impending action by the local resulted in a postponement of the new sign-in/sign-out procedure pending discussions between the local and DSMC management at a labor/management meeting.

Ms. DuBose’s primary objection to the new procedure, beyond the fact that Downstate tried to bypass the local, was that it would have required employees represented by CSEA to sign in and out for lunch. They are not required to do so under the existing system.

In addition, noted Ms. DuBose, the new procedure would have placed the responsibility for record keeping with supervisors instead of with the payroll department. Supervisors would have been given wide latitude in carrying out the new procedure and there would have been no consistency from department to department.

Ms. DuBose charged that the new procedure would have been “discriminatory” in that it would have applied only to CSEA-represented employees.

CENTRAL ISLIP — CSEA leaders last week denounced a proposal by the Town of Islip and Assemblyman Paul Harrenberg that Central Islip Psychiatric Center be auctioned off to the highest bidder.

The proposal was made by the town to counter CSEA criticism that a plan to sell more than 500 acres of the center to the town at $7,000 an acre was a real estate giveaway. The town said it would sell the property to the New York Institute of Technology and develop an industrial park if it acquires Central Islip.

At a press conference in Islip, Harrenberg said he would introduce a bill into the 1982 legislative session to permit the auction.

“...the sale of the property by inferring that the proposal represents a giveaway of state land to a private college or that the town will have a real estate bonanza...” said Michael LoGrande, Islip supervisor.

Under the terms of the auction, the state would open the land to bid but each bid would have to have a land use plan that would be subject to approval by Islip Town.

“They’ve rigged the bidding. If you really want to find out the true value of the land, you would have to open it up to bids from all types of real estate developers — from single family home builders to developers of commercial and industrial land,” said Danny Donohue, president of Region I. “...as it is, they have so limited the bidding that only New York Institute of Technology will be able to meet the terms they are proposing.”

Donohue said he had met with CSEA President William L. McGowan and had the full backing of the union to fight any attempt to close the 2,000 patient psychiatric center. The union argues that, despite state proposals to the contrary, the closing of Central Islip would result in large scale layoffs and a massive tax increase in Central Islip where many CSEA members live.

“The real fight over Central Islip will come in the State Legislature. That’s where the issue will be decided. President McGowan has assured me that we will lobby hard against this ripoff in Albany,” Donohue said.

Join your neighbors and take an active part in protecting the block you live on. And if your community doesn’t have a block-watch program—start one! Call your local police and find out how. And help me, McGruff...
Tax employee wins $7,360 for suggestion

ALBANY — For CSEA's Kristin L. Bliven, 1981 ended on a particularly happy note.

Mrs. Bliven, a senior data entry machine operator for the Department of Taxation and Finance, Local 690, won a state employee suggestion award to the tune of $7,360 — the largest such award in more than three years and the third largest in the 34-year history of the program.

Mrs. Bliven was rewarded for a suggestion that expedited the processing of information for quarterly wage records, which employers must file for some seven million state workers. She recommended data entry machine operators keypunch only dollar amounts, and eliminate the cents.

Her suggestion resulted in estimated first-year savings for the state of more than $74,000, and also released nine data entry machine operators and computer terminals for other departmental duties.

The $7,360 award is in addition to a $100 employee suggestion award Mrs. Bliven received last year when her suggestion was first accepted. "It's fantastic, really," said the Selkirk mother of two about her latest award. Except for purchasing a new sofa-bed and giving $500 towards her niece's college education, she put the money in the bank, she said.

Commenting on the award, Taxation and Finance Commissioner James H. Tully Jr. said Mrs. Bliven, who has been employed by the tax department for more than 15 years, "has earned an excellent reputation for her interest in efficient operating methods. She is a talented individual who is always looking for more productive ways to get the job done."

Since 1978, Mrs. Bliven has been assigned to the Wage Reporting Bureau, which runs a cost-effective program designed to curb fraud in both social services and unemployment insurance programs.

"Through the efforts of employees like Mrs. Bliven, the Wage Reporting Bureau has been able to reduce operating costs while saving millions for state taxpayers," said Tully.

It is the fourth employee suggestion award Mrs. Bliven has received, and the largest since April 1978, when an Office of General Services stationary engineer received $15,000 for his suggestion on saving fuel used to air condition the Empire State Plaza.

The names of other November winners in the Employee Suggestion Program were also announced recently. John D. Stoliker Jr. of Green Island, a computer operator for the Division of Criminal Justice Services, received $650 for his recommendation that lighter weight paper be used for computer printouts. He received an initial $100 award for the suggestion last year.

Also approved was an additional $100 award to Gerald R. Reiser, a food inspector for the Department of Agriculture and Markets, Albany, who suggested a way to cut down on paperwork in sanitary inspections. He also received an initial $100 award last year.

The commission also approved the following new awards:

William Young of Agriculture and Markets, Albany, and Gary R. Stern, Division of Parole, Rochester, both $75; Sally Veillette, Motor Vehicles, Albany, $35.

Awards of $25 went to Michael J. Begin, Mental Health, Buffalo; Ellinor Recker, Mental Health, Ogdensburg; Lisa A. Finkell, Education, Albany; Richard Serviss, Agriculture and Markets, Albany; and Gerald O. Snyder, Agriculture and Markets, Baldwinsville.

A certificate of merit was given to Joseph D. Richardson of the Department of Labor, Albany.

BUDGET ANALYSIS PRESENTED — CSEA Capital Region Director John D. Corcoran Jr., left, newly-elected Saratoga County Unit President Cheryl Sheller, center, and Communications Associate Daniel Campbell, right, present the Saratoga County Law and Finance Committee with the results of a joint CSEA and AFSCME budget analysis of the proposed county budget.

The analysis aided the county in discovering unexpected funds and in cutting the proposed layoff from 100 to half that number.

"CSEA is now involved in seeing that our members' rights in layoff situations are adhered to, so that the least amount of disruption of our members occurs during the coming weeks," William Lochner, field representative, said. "We hope that by using the contract provisions, burning, etc., the number of actual people lost can be cut further."

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53 jobs saved in Saratoga County

BALLSTON SPA — An amended $52 million dollar budget which saves 53 public employee positions has been passed by the Saratoga County Board of Supervisors. The 53 jobs restored to the budget will be funded, in part, by unanticipated monies discovered by the county's Law and Finance Committee after hearing a union budget analysis presentation. County property taxes will be increased by 25 percent, the highest in county history.

CSEA appeared before the powerful county's Law and Finance Committee armed with a joint budget analysis prepared by the CSEA Research Department and the AFSCME International research staff. The analysis pointed out several areas in which funds appeared to be either under- or over-estimated and questioned the need for several fund transfers at this time.

The analysis was well received by the Law and Finance Committee and caused committee chairman Frederick Hequembourg to hold several all-day budget workshop sessions in order to respond to the economic questions raised by the union's budget presentation. During these sessions, members found several sources of unanticipated revenues — $600,000 in unanticipated state and federal aid for social services. Both areas had been questioned in the union's analysis.

The Law and Finance Committee amended the proposed budget to include the restoration of all but five positions on the road patrol and also restored other cut items in several other departments. This action cut the number of proposed layoffs from 100 to less than half that number.

"We hope that by using the contract provisions, burning, etc., the number of actual people lost can be cut further." William Lochner, field representative, said. "We hope that by using the contract provisions, burning, etc., the number of actual people lost can be cut further."
Speaking out on job safety

Year's five on-the-job deaths at DOT trigger anger, concern, questions by union leaders

By Melinda Carr
CSEA Assistant Director of Communications

ALBANY — In January 1981, CSEA's safety coordinator told a group of Department of Transportation Local officers that six DOT workers would probably be killed in on-the-job accidents during the year.

By early December, the year's fifth DOT fatality had taken the life of a 29-year-old marine engineer.

An investigation, including a "re-enactment" of the accident, led investigators to conclude mechanical failure was the probable cause of the most recent fatal accident, which occurred aboard a work barge in Seneca Lake. Although the investigation is continuing, with the mechanism in question being dismantled and inspected in closer detail, investigators believe a brake lock on a crane apparently slipped.

The case is far from closed and forgotten. State Occupational Safety and Health Administration officials are also conducting an investigation, and CSEA officials are vowing to intensify their long struggle for improved safety measures.

Local 503 President Ed Canavan, who witnessed the barge crane accident re-enactment, pointed out that ship-to-shore communications were not available to the work boat crew, despite long-standing union demands that radios be installed.

"Coast Guard regulations require ship-to-shore communications," CSEA Safety Coordinator Nels Carlson pointed out. "An emergency communications system is certainly a necessity in the case of these boats where people are doing hazardous work. It's not just cost that's keeping management from meeting our demand. One death will cost them far more than all the radios they could possibly need."

Joan Tobin, who represents DOT members on CSEA's statewide Board of Directors, bristles when the issue of cost is tied to worker safety.

"I've asked management what they think one life is worth," she said. "And I don't get an answer. We just keep on having these deaths.

"All you have to do is look at the deaths and injuries since 1980... the numbers are grim... and chances are, they'll be just as grim next year unless the state stops talking about safety and does something about it."

—Nels Carlson

"Our guys keep getting told to operate equipment that is in fact dangerous and in need of repair. Our members keep on being ordered to put their lives on the line."

Just look at the list of DOT on-the-job fatalities since June 1981: a member in Long Island whose mowing tractor was struck by several vehicles; a signal crewman in Amherst electrocuted as he worked to repair a traffic signal; a marine engineer who fell overboard while working on the barge canal near Pittsford; an inspector killed when a car-truck collision occurred at the site of a road-paving operation; and the marine engineer killed last month as he assisted with a pile-driving operation on the barge canal.

"We're not the only agency that exposes people to dangerous jobs," Ms. Tobin said. "Just look at some of the accidents like these. But how many of us think 'safety first' every day we're on the job?"

While calling for more safety education, she reiterated her anger over dangerous demands made of the members she represents. "They're asked to operate equipment that's in poor shape," she said. "They're denied access to emergency communication that could literally mean the difference between life and death. We're talking about people who get rock bottom salaries, and yet they risk getting mutilated or killed."

"Just look at the snow removal crews. They work long hours under a lot of stress in the worst possible conditions. The contract says that after 16 hours, you volunteer. And the fact is they DO volunteer — because their salaries are low and they need the overtime."

"They take the risk, they gamble their lives," she added, "because they need those extra bucks they can make in the winter in order to make ends meet. And they also do it out of loyalty and the dedication that makes good civil servants."

And, according to computer predictions, one of those guys could become the next fatality very soon.